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20 August 1986



MEMORANDUM FOR THE RECORD

SUBJECT: A/DDI Meeting with the SSCI Personnel Review Team

1. On 19 August John Despres and John Nelson of the SSCI personnel review team were briefed on the personnel situation in the DDI by the A/DDI John Helgerson. Also representing the DDI were Helene Boatner and [redacted] from the Office of Personnel attended.

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2. Helgerson explained that the DDI had for some time been engaged in an aggressive recruiting program. The Directorate is almost up to strength and he anticipates that their efforts will result in obtaining the quantity and quality of people they need. He noted that there is a critical need to hire and retain individuals with computer skills which is complicated because they can make more money in private industry. The Directorate also has a continuing problem in hiring and retaining clericals because of the long clearance time and because private companies lure them away after they have been through all of their clearance processes.

3. Following these remarks the group discussed a variety of topics related to the steps the DDI is taking to recruit and retain the best people. Our people said that training is being stressed more than in the past. Both analysts and managers are placed into training courses that will make them more effective in their jobs. DDI management has endorsed the concept of cross training at all levels. [redacted]

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[redacted] Another recruiting incentive is that DDI employees are now included in increasing numbers in the CT training. Despres mentioned that he knows that Gates is a proponent of moving people around into policy positions. Helgerson told the staffers that a significant number of our people (he said he would get the exact figures) are still in their three year probationary period. This "newness" characteristic influences the kind of training we must develop for them. He added that OMS is assisting their management in studies of the PAT B test to determine what constitutes the successful analyst profile.

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